



# AUSTRALIAN AIR FORCE CADETS

## 3 WING HEADQUARTERS



### Message from the Officer Commanding 3 Wing

Welcome to the 2018 cadet training year. I trust that everyone enjoyed a good break away.

#### NEW POLICIES AND DIRECTIVES

2018 is going to be a very interesting year, as we begin to work with policies that were introduced last year. They are as follows:

- AAFC SI(OPS) 6-1 - Adventure Activity Management
- 1/2017 OPERATIONS BULLETIN - Use of firearms, weapons and swords in public and classification of Defence Establishments
- AAFC SI(OPS) 3-2 - Conduct of Defence Weapon Live Firing Familiarisation Practices

I ask, that if you are unsure on any of the above and how it relates to your SQN and activities. Then direct you're enquires to your Regional XO or the relevant SMEs.

#### NEW DIRECTOR GENERAL CADETS – AIR FORCE

Air Commodore Gary Martin AM CSC will become our new DG on the 9 Mar 18. Air Commodore Martin has just completed his posting as the Air Attaché at the Australian Embassy in Washington DC. Prior to this he was the Commander Air Lift Group at RAAF Richmond.

#### 2018 3 WING MANAGEMENT CONFERENCE – FEEDBACK

The conference saw us welcome several external guest speakers including Air Commander Australia, Defence Force recruiting and Commander Australian Defence Force Cadets. The CDR ADFC was certainly enlightening, has generated some significant discussion and left us all with a number of things to think about!

There were a number of recently proposed policy changes which we have had the opportunity of discussing and CDR ADFC has tasked his staff to revise some of these and where needed provide a fact sheet or guide to better explain policy.

Below are the written responses to some of the questions:

**Proposal for an ADF Cadets Service Medal similar to the Australian Defence Medal (4 years' service)**. Any consideration of this at my level will need to be based on representation from all 3 cadet organisations, and be underpinned by solid arguments and appetite for the medal (i.e in the form of a review and service paper). Perhaps the proposer might wish to consider undertaking this task?

**Access to DRN by ADF Cadets members, and availability of CAMPUS on Cadetnet**. Cadetnet was established to provide a comprehensive tri-service information system for non-Defence civilian personnel engaged in the ADF cadet programs. Access to the DRN requires a security clearance and PMKeyS number, and there is currently no intent to provide these for non-Defence members. A similar argument applies to access to CAMPUS – there should be no requirement for ADF cadets personnel to access CAMPUS for training. Although it is appreciated that it is easier and faster, there is no plan to include into Cadetnet.

**Social Media – 'Why are we restricting cadets from being friends with junior cadets (i.e 18yo befriending a 16 or 17yo) on social media when they might be friends at school or with other organisations?'**

The social media policy sits in Part One of YOUTH POLMAN which applies to both cadets and the other Defence Youth contexts so was developed with a particularly broad focus and as such is currently being reviewed for practicality of application.

The intent of this policy is not to restrict cadets who are 18 yrs old from being connected on social media with a 16 or 17 yr olds who they may be friends with outside of cadets.

The wording for this was developed during the time of the VCDF appearing at the Royal Commission and the decision was taken to be prescriptive to develop an approach whereby adults could clearly understand the expectation of behaviours between the role of OOC/IOC and the cadets. Unfortunately, the current policy fails to address the fact that a number of cadets may in fact be 18 yrs old and therefore legally adults who have new rights and responsibilities under the law.

There is no intent to prevent 18 yr old cadets from engaging via social media with their 16 and 17 yr old friends to organise social outings etc, however as adults they should consider the way that they engage with them under 18 yr old friends on social media and ensure that they are positive, respectful and appropriate at all times. 18 yr old cadets have a responsibility to be a good role model for younger cadets with whom they associate.

The policies are currently being reviewed and the next policy version will reflect a common-sense approach balancing the need to understand responsibility, seriousness of the role of OOC/IOC and cadet against recognising that social media is a communication tool that people use to establish and maintain friendships. Additional guidance for young people (cadets) will acknowledge that social media is an important tool for peer interactions and reiterate the importance of appropriate behaviour without the need to prohibit contact.

**Drinking / Smoking – ‘Why can’t AAFC staff drink alcohol or smoke at all during training (including camps where they might be with cadets for up to 3 weeks)?’** The questioner intimated that the staff were not permitted to have an alcoholic drink or cigarette at any time during the camp period. I stated that whilst staff are in the presence of cadets and undertaking activities they are definitely not to drink. Regarding smoking, I imagine that the pragmatic solution is for smokers to do what they now must do in most workplaces – smoke their cigarette in a location well away from cadets, out of sight, and somewhere where the prevailing wind won’t turn cadets into passive smokers.

The extant YOUTH POLMAN policy will be reviewed to provide guidance on alcohol consumption and smoking by adult members on camps with young people. We endeavour to balance the approach so that Defence can meet its duty of care to keep young people safe with the wellbeing of other members.

**Age Policy – ‘Cadets are required to have a two-year gap before returning to become staff – members are unclear about this policy or directive.’**

This does not reflect extant tri-service policy. Issues relating to any gap between being a cadet and becoming an OOC/IOC are still under consideration and being discussed by the three Cadet organisations and RYD.

**‘Why can’t some staff become RTOs similar to Defence?’**

RYD and the three Cadet organisations are not currently resourced to enable OOCs/IOCs to become RTOs.

Becoming a registered training organisation (RTO) is a complex process. Each RTO must meet a range of mandatory requirements to ensure that it can deliver training and assessment to the high standards expected by students, and by Australian industry and employers. Initial registration applications undergo a rigorous assessment process to ensure the organisations are able to comply with (and remain compliant with) the required standards.

## **WHERE TO NOW**

Presentations from the conference can be viewed on the 3WG website. The contributions from the break out discussions have been very valuable to the SLT who met last weekend to review all the points captured. As a result, we have now formulated the goals that we believe will achieve our stated mission and vision for 2023. These goals are around people, infrastructure learning and community. The next stage will be the RXOs coming out to you to brainstorm strategies and actions we need to put in place to achieve each of those goals. You might ask how does that affect me at squadron level? Well, this will provide us with a road map to follow for the next 5 years to ensure that we remain relevant to our Cadets and Staff and that we take every opportunity to enhance both the cadet and staff experience.

There were a number of great points raised by the IOC Group at the conference facilitated by the WGWOFF. A number of these he will be tabling with the DCDR and CDR on your behalf to try and get some traction.

For the first time this year we invited a number of CUOs and CWOFFs for the first day of the conference. This has proved to have been very worthwhile on a number of levels and as a result I am now looking into the possibility of holding a CUO/CWOFF conference later this year. I will be working with the CRG group to progress this.

## **COMMANDER'S INTENT UPDATE**

Most of you will know that the CDR's Intent of 18+ transition policy was actively discussed and the HQAAFC Town Hall presentation can be viewed on the 3WG website. Feedback was provided to all levels of the AAFC executive.

Following on from this I attended the CDR's conference where we agreed to extending the timelines for implementation as well as some additional changes to the requirements. In the meantime, we will continue to work towards the revised implementation timelines for the CDRs Intent. I have included below the extract from the slide deck that I delivered at the 3WG conference and is now available on the 3WG website to view.

- The implementation timeline has been extended until the 31 December 2019. This will allow alignment to students achieving the age of 18 in Year 12 across the national schooling system. It will also recognise the commitment to current Cadets who expected to remain in the AAFC as a Cadet until 20 years of age.
- As of the 01 January 2020 the AAFC will no longer have Cadets enrolled over the age of 18-years.
- As a result of the extended timeline ALL CADETS over the age of 18 years will be expected to meet the full IOC/OOC adult compliance standard by 01 September 2018.
- That is Cadets 18+ will be required to obtain a Senior First Aid Certificate, National Police Check and Working with Children Clearance.
- Cadets will not be required to undergo a Medical, Psychological Test nor Interview Board until they apply for OOC/IOC status.
- In 2018/2019 18+ Cadets will be eligible to obtain IOC Level 1 (Under Supervision) classification. Senior Cadet to Staff ratio for activities will change to 50/50 during the transition period.

At this stage I have nothing more to tell you except to say that I and the 3WG SLT will continue to do what we can to best represent your interests at the highest level and get the best result possible.

## **POWERED FLYING**

The release of the recent DG Cadets Directive 1/2018 that was issued has placed significant new restrictions on our ability to deliver powered flying courses. The restrictions are namely placed on our AAFC QFIs for powered flying activities. As a result, we are unfortunately in a position where this is going to have a detrimental impact on both our powered flying delivery capability and also the cost to conduct such activities. More about this will be communicated to you via CO 300 SQN very shortly. In the meantime, I ask that you provide your support to CO 300 SQN and her team who are working hard on our behalf to make the best of these new restrictions.

## **SPECIALIST TRAINING ACTIVITIES**

I am hopeful that we will be able to resume our abseiling and WTSS activities in the very near future. The teams from both 342 and 343 Flights are working hard behind the scenes to meet compliance and other requirements to get these activities back up and running.

## **WING COMPETITION WEEKEND**

This year in the spirit of our conference theme of 'evolution' we will be changing the format of the competition weekend. We plan to provide opportunity flights in either the C-27J Spartan or the C130. Our new 3WG Ambassador Matt Hall will be with us for 2 days, we plan to have Defence Force recruiting on site and hopefully, static aircraft from 78 Wing. The parade this year will also be held on the Sat afternoon of the weekend to allow more time for sport and flying on the Sun. There will be more updates on this via our Facebook page in the coming months

Finally, as I am discovering at the minute 'evolution' is not always the positive experience we would like. However, if we pull together as one team collectively, we will work through the various challenges and together we will come out the other side. We have achieved a great deal together over the last 3 years and these setbacks will not dampen our resolve and determination to continue 'setting the standard, leading the way'.

I look forward to seeing some of you on my visits and over the ANZAC period where we will all be out at various parades and events proudly representing 3 Wing and the Australian Air Force Cadets.

Take care



Paul Hughes  
Wing Commander (AAFC)  
Officer Commanding

16 Mar 18